

# PLANNING

1. Cabinet Summary
2. Planning Department

# Planning

**Kairos Shen, *Chief of Planning***

## CABINET MISSION

In partnership with communities, the BPDA plans Boston's future while respecting its past. By guiding physical, social, and economic change in Boston's neighborhoods, the BPDA seeks to shape a more prosperous, resilient and vibrant city for all.

## OPERATING BUDGET

Department Name	Total Actual '23	Total Actual '24	Total Approp '25	Total Budget '26
Planning Department	0	588,739	32,679,279	29,990,019
<b>Total</b>	<b>0</b>	<b>588,739</b>	<b>32,679,279</b>	<b>29,990,019</b>

## CAPITAL BUDGET EXPENDITURES

Capital Department	Total Actual '23	Total Actual '24	Estimated '25	Total Budget '26
Planning Department	493,011	158,508	0	9,580,000
<b>Total</b>	<b>493,011</b>	<b>158,508</b>	<b>0</b>	<b>9,580,000</b>

# Planning Department Operating Budget

Kairos Shen, *Chief of Planning*, Appropriation 175000

## DEPARTMENT MISSION

The Planning Department will effect a robust, coordinated central city planning function. It will ensure that all planning efforts incorporate the findings of previous planning effort to prevent redundancy, align community objectives, and drive toward a comprehensive citywide vision that ensures planning led development in Boston.

## SELECTED PERFORMANCE GOALS

*Administration Division*

Increase Diversity in COB Workforce

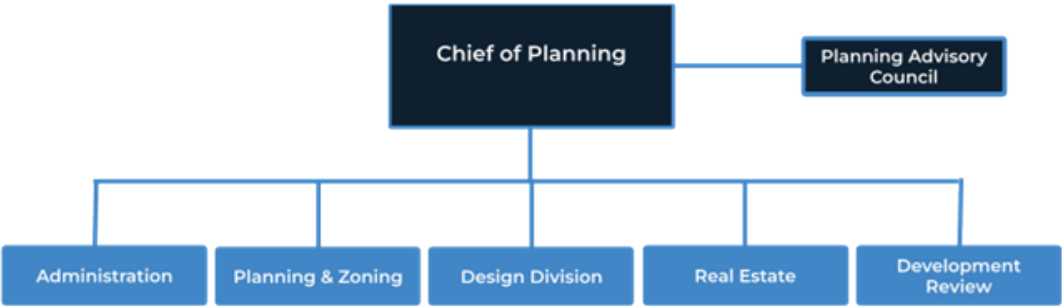
## OPERATING BUDGET

Program Name	Total Actual '23	Total Actual '24	Total Approp '25	Total Budget '26
Administration Division	0	0	13,080,089	12,050,533
Design Division	0	0	4,968,499	5,047,166
Development Review	0	0	3,941,015	2,865,758
Planning & Zoning	0	0	6,236,280	5,512,933
Planning Advisory Council	0	588,739	694,428	844,315
Real Estate	0	0	3,758,968	3,669,315
<b>Total</b>	<b>0</b>	<b>588,739</b>	<b>32,679,279</b>	<b>29,990,019</b>

## OPERATING BUDGET

Category	Total Actual '23	Total Actual '24	Total Approp '25	Total Budget '26
Personnel Services	0	565,118	24,276,057	24,080,810
Non-Personnel	0	23,621	8,403,222	5,909,209
<b>Total</b>	<b>0</b>	<b>588,739</b>	<b>32,679,279</b>	<b>29,990,019</b>

# Planning Department Operating Budget



## DESCRIPTION OF SERVICES

The Planning Department will affect a robust, coordinated central city planning function. It will ensure that all planning efforts incorporate the findings of previous planning effort to prevent redundancy, align community objectives, and drive toward a comprehensive citywide vision that ensures planning led development in Boston.

## Department History

<b>Personnel Services</b>	<b>FY23 Expenditure</b>	<b>FY24 Expenditure</b>	<b>FY25 Appropriation</b>	<b>FY26 Adopted</b>	<b>Inc/Dec 25 vs 26</b>
51000 Total Permanent Employees	0	565,118	24,055,162	24,005,310	-49,852
51100 Total Emergency Employees	0	0	0	13,000	13,000
51200 Total Overtime	0	0	0	0	0
51600 Tot Unemployment Compensation	0	0	58,571	25,000	-33,571
51700 Tot Workers' Compensation	0	0	162,324	37,500	-124,824
Total Personnel Services	0	565,118	24,276,057	24,080,810	-195,247
<b>Contractual Services</b>	<b>FY23 Expenditure</b>	<b>FY24 Expenditure</b>	<b>FY25 Appropriation</b>	<b>FY26 Adopted</b>	<b>Inc/Dec 25 vs 26</b>
52100 Communications	0	0	80,000	80,000	0
52200 Utilities	0	0	0	0	0
52400 Tot Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service To Equipment	0	0	0	0	0
52800 Transportation of Persons	0	3,387	338,180	126,509	-211,671
52900 Contracted Services	0	20,000	7,059,543	4,987,500	-2,072,043
Total Contractual Services	0	23,387	7,477,723	5,194,009	-2,283,714
<b>Supplies &amp; Materials</b>	<b>FY23 Expenditure</b>	<b>FY24 Expenditure</b>	<b>FY25 Appropriation</b>	<b>FY26 Adopted</b>	<b>Inc/Dec 25 vs 26</b>
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	0	0	35,000	17,500	-17,500
53400 Custodial Supplies	0	0	0	0	0
53500 Medical, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	0	0	156,712	125,000	-31,712
53700 Tot Clothing Allowance	0	0	0	0	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	0	0	2,000	4,000	2,000
Total Supplies & Materials	0	0	193,712	146,500	-47,212
<b>Current Charges &amp; Obligations</b>	<b>FY23 Expenditure</b>	<b>FY24 Expenditure</b>	<b>FY25 Appropriation</b>	<b>FY26 Adopted</b>	<b>Inc/Dec 25 vs 26</b>
54300 Workers' Comp Medical	0	0	0	0	0
54400 Tot Legal Liability Premium	0	0	0	0	0
54500 Tot Aid To Veterans	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Current Charges	0	234	651,787	502,300	-149,487
Total Current Charges & Obligations	0	234	651,787	502,300	-149,487
<b>Equipment</b>	<b>FY23 Expenditure</b>	<b>FY24 Expenditure</b>	<b>FY25 Appropriation</b>	<b>FY26 Adopted</b>	<b>Inc/Dec 25 vs 26</b>
55000 Automotive Equipment	0	0	0	0	0
55400 Lease Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	0	0	0	2,400	2,400
55900 Misc Equipment	0	0	80,000	64,000	-16,000
Total Equipment	0	0	80,000	66,400	-13,600
<b>Other Expenses</b>	<b>FY23 Expenditure</b>	<b>FY24 Expenditure</b>	<b>FY25 Appropriation</b>	<b>FY26 Adopted</b>	<b>Inc/Dec 25 vs 26</b>
56200 Tot Special Appropriations	0	0	0	0	0
57200 Structures & Improvements	0	0	0	0	0
58000 Tot Land & Non-Structural	0	0	0	0	0
Total Other Expenses	0	0	0	0	0
<b>Grand Total</b>	<b>0</b>	<b>588,739</b>	<b>32,679,279</b>	<b>29,990,019</b>	<b>-2,689,260</b>

# Department Personnel

Title	Union Code	Grade	Position	FY26 Salary
Special Asst. to the Dir (G)	BXM	NG	1.00	106,189
Smart Utilities Planner II (E)	BXM	NG	1.00	84,893
Sr Zning Reform Planner II (G)	BXM	NG	1.00	118,064
Sr Urban Designer/Design (G)	BXM	NG	1.00	119,136
Senior Urban Designer II (I)	BXM	NG	1.00	130,357
Senior Urban Designer I (G)	BXM	NG	4.00	435,505
Sr Trans Planner II (G)	BXM	NG	1.00	111,412
Sr Systems Support Spclst (C)	BXM	NG	1.00	86,641
Sr Resilience Plnr/Revr (F)	BXM	NG	2.00	216,488
Sr Researcher (I)	BXM	NG	3.00	386,804
Senior Project Manager (F)	BXM	NG	5.00	521,699
Senior Project Engineer (I)	BXM	NG	2.00	264,158
Senior Policy Adviser (J)	BXM	NG	1.00	146,640
Sr. Plnr & Exe. Sec Zning (J)	BXM	NG	1.00	145,709
Sr Mgr, Records Mgt (G)	BXM	NG	1.00	100,776
Sr Mgr Sm Bus. & Corp Fin (F)	BXM	NG	1.00	98,823
Sen Landscp Arc II (I)	BXM	NG	1.00	130,357
Sr Landscape Architect I (H)	BXM	NG	2.00	219,322
Sr INFRA & Energy Planner (G)	BXM	NG	1.00	115,009
Senior Graphic Designer (D)	BXM	NG	1.00	84,494
Sr GIS FullStack S/W Egnr (G)	BXM	NG	1.00	115,316
Sr Geospatial Data Anlyst (E)	BXM	NG	2.00	184,506
Sr Financial Anlyst (E)	BXM	NG	1.00	86,537
Urban Design Assistant(B)	BXM	NG	1.00	66,648
Sr. Comp. Planner II (G)	BXM	NG	1.00	115,252
Sr Cmrc'l Leasg Mgr (G)	BXM	NG	2.00	212,795
Sr Cmty Dev Gnt Mgr €	BXM	NG	1.00	75,206
Senior Budget Manager (I)	BXM	NG	1.00	123,353
Urban Designer I (D )	BXM	NG	1.00	88,519
Senior Architect II (I)	BXM	NG	1.00	133,365
Senior Architect (I)	BXM	NG	2.00	286,792
Trans Planning Assist(B)	BXM	NG	1.00	67,595
Sr Adv Strtg/Chg Mgr (J)	BXM	NG	1.00	147,342
Senior Admin Services Mgr (D)	BXM	NG	1.00	68,187
Sr Accounts Payable Mgr (G)	BXM	NG	1.00	117,081
Senior Accountant (E)	BXM	NG	3.00	277,018
Research Coord/Data Anl (B)	BXM	NG	1.00	68,796
Research Associate (D)	BXM	NG	1.00	68,187
Research Assistant (B)	BXM	NG	2.00	132,699

# Department Personnel

Receptionist (B)	BXM	NG	1.00	78,866
Real Estate Dev Office (E)	BXM	NG	2.00	178,489
Public Records Specialist (G)	BXM	NG	1.00	100,701
Property Specialist (F)	BXM	NG	1.00	101,369
Prop Mgr (H)	BXM	NG	1.00	110,699
Project Manager (E)	BXM	NG	3.00	251,144
Project Engineer (H)	BXM	NG	1.00	113,225
Proj Asst (B)	BXM	NG	2.00	142,872
Prgm Mgr (D)	BXM	NG	1.00	89,686
Prgm Mgr (F)	BXM	NG	1.00	86,236
Procurement Spec (C)	BXM	NG	2.00	141,227
Procurement Manager(H)	BXM	NG	1.00	114,781
Planning Assis Compre (B)	BXM	NG	1.00	65,226
Planning Dev Rev Co Mgr (F)	BXM	NG	1.00	88,082
Planner II (E)	BXM	NG	2.00	170,821
Planner I (D).	BXM	NG	1.00	78,214
Operations Manager(D)	BXM	NG	2.00	159,402
Operations Ass- Exec sec (C)	BXM	NG	1.00	75,707
Operations Assistant (B)	BXM	NG	1.00	65,179
Model Maker (F)	BXM	NG	1.00	96,055
Manager, Developer Comp (I)	BXM	NG	1.00	131,571
Language Access Coordinator(C)	BXM	NG	1.00	75,608
Human Resources Specialist (E)	BXM	NG	1.00	85,925
Human Resources Gener (F)	BXM	NG	1.00	96,404
Graphic Designer (C)	BXM	NG	1.00	76,035
Transformation Project MGR (G)	BXM	NG	1.00	107,789
Digital Communications Spe (B)	BXM	NG	1.00	77,163
Development Portfolio (G)	BXM	NG	2.00	215,594
Dev Review-Urban Renewal (C)	BXM	NG	1.00	66,221
Deputy Director, Enterprise(K)	BXM	NG	1.00	152,532
Dep Dir of Geographic Info (I)	BXM	NG	1.00	128,178
Dep. Dir of Administration (I)	BXM	NG	1.00	106,267
Dep. Director Disposition (I)	BXM	NG	1.00	125,343
Development Review Ombu (G)	BXM	NG	1.00	117,923
Deputy Director Comm. Eng (I)	BXM	NG	2.00	266,904
Deputy Controller (J)	BXM	NG	1.00	140,549
Title Counsel (H)	BXM	NG	1.00	127,430
Data Operations Manager (G)	BXM	NG	1.00	125,013
Data Operations Associate (C)	BXM	NG	1.00	74,243
Counsel (H)	BXM	NG	3.00	365,760
System Support Specialist(C)	BXM	NG	2.00	168,144

# Department Personnel

Supp Diversity Data Ana(B)	BXM	NG	1.00	70,638
Compr. Planner II (E)	BXM	NG	2.00	163,167
Planner I (D)	BXM	NG	2.00	161,598
Com Engmt Mgr (F)	BXM	NG	4.00	397,969
Zoning Reform Planner II(E)	BXM	NG	1.00	87,159
Sup of Admin Serv (E)	BXM	NG	1.00	97,746
Zoning Reform Planner I(D)	BXM	NG	1.00	81,343
Brd Gov Ops (D)	BXM	NG	1.00	95,261
Zoning Compliance Plnr II (E)	BXM	NG	1.00	87,179
Zoning Comp Planner I (D)	BXM	NG	2.00	154,173
Asst to Dir (B)	BXM	NG	1.00	58,160
Asst to Chief (C)	BXM	NG	1.00	75,607
Senior Deputy Director,Dev (M)	BXM	NG	1.00	167,459
Asst Recrds Spec (B)	BXM	NG	2.00	139,888
Senior Advisor to Director(M)	BXM	NG	1.00	199,017
Asst Dep Dir (F)	BXM	NG	1.00	104,524
Director (M)	BXM	NG	6.00	1,092,151
Asst Dep Dir (J)	BXM	NG	2.00	282,227
Asst Controller (I)	BXM	NG	1.00	106,267
Deputy Director (M).	BXM	NG	3.00	488,871
Admin Asst II (D)	BXM	NG	1.00	95,428
Admin Asst II (C)	BXM	NG	1.00	66,189
Deputy Director (M)	BXM	NG	2.00	345,112
Administrative Assistant (C)	BXM	NG	3.00	256,212
Administrative Assistant (B)	BXM	NG	2.00	133,365
Deputy Chief (M)	BXM	NG	2.00	412,728
Sr. Planner I (G)	BXM	NG	2.00	203,558
Accounting Assistant (A)	BXM	NG	1.00	68,038
Controller(M)	BXM	NG	1.00	167,261
Accountant I (C)	BXM	NG	1.00	73,402
Chief (M)	BXM	NG	2.00	383,342
3D Data Analyst (D)	BXM	NG	1.00	86,371
Planner I (C)	BXM	NG	1.00	77,212
Urban Designer II (E)	BXM	NG	1.00	75,206
Web Content Specialist(D)	BXM	NG	1.00	83,228
Zoning Assistant (A)	BXM	NG	1.00	68,407
Exec. Director	EXM	NG	1.00	153,922
Chief of Planning	CDH	NG	1.00	229,585
Director'	EXM	NG	1.00	175,481
Contract Administrator (B)	EXM	NG	1.00	75,206
Planner II (E )	EXM	NG	2.00	167,459



# Department Personnel

Project Assistant (B)	EXM	NG	2.00	125,365
Dev Review Eng't Mgr/Stra (E)	EXM	NG	1.00	75,206
Research Assist/Data Analy (B)	EXM	NG	2.00	130,357
Real Estate Dev Officer (E)	EXM	NG	1.00	75,206
Asst to Dir of Plng & Zng (B)	EXM	NG	1.00	65,179
Sr Planner II (G)	EXM	NG	2.00	188,517
Zoning Reform Planner II (E)	EXM	NG	1.00	75,206
Facilities Coordinator (G).	EXM	NG	1.00	108,297
Urban Designer II (E).	EXM	NG	2.00	157,431
Sr. Trans. Planner II (G)	EXM	NG	1.00	94,259
Community Engagement Mgr (F)	EXM	NG	1.00	95,261
Transportation Planner II (E)	EXM	NG	1.00	83,228
Planner I ( D )	EXM	NG	1.00	75,206
Sr Advisor Real Est & Spec.(H)	EXM	NG	1.00	100,275
Facilities Coordinator (G)	EXM	NG	1.00	94,259
Sr Clim & Coast Res Infra(F)	EXM	NG	1.00	92,253
Project Mgr (E)	EXM	NG	1.00	75,206
Urban Designer I (D)	EXM	NG	2.00	145,399
Asst Dep Dir/Cap Const (J)	EXM	NG	1.00	136,374
Sr Arch/Urban Desiner III (I)	EXM	NG	2.00	212,583
Sr Zoning/Land Use Counsel (H)	EXM	NG	1.00	100,276
Sr Lnd Use Plnr/Sust Spl (F)	EXM	NG	1.00	86,236
Senior Project Mgr (F)	EXM	NG	2.00	172,472
Policy Specialist (E)	EXM	NG	1.00	85,233
Deign Strat Resrch/Analy (C)	EXM	NG	1.00	66,181
Assistant Deputy Director (J)	EXM	NG	1.00	114,316
Deputy Director Finance (I)	EXM	NG	1.00	106,291
Counsel (H).	EXM	NG	1.00	100,271
Sr. Real Estate Dev Ofcr (G)	EXM	NG	1.00	94,259
Sr Clim & Coast Res PM (F)	EXM	NG	1.00	92,253
Landscape Architect II (E)	EXM	NG	1.00	75,206
Lease/Contr Admin Spec (C)	EXM	NG	1.00	66,182
Finance Assistant (A)	EXM	NG	1.00	65,179
Temporary Mayoral Staff	TMS	NG	1.00	89,493
Strategic Manager	EXM	10	1.00	118,925
Program Manager.	EXM	07	1.00	106,318
Implementation Mgr.	EXM	06	1.00	97,572
<b>Total</b>			<b>218</b>	<b>22,545,092</b>

# Department Personnel

## Adjustments

Differential Payments	0
Other	2,681,349
Chargebacks	278,868
Salary Savings	-1,499,999
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<b>FY26 Total Request</b>	<b>24,005,310</b>

# Program 1. Planning Advisory Council

Katharine Lusk, *Executive Director*, Organization 175100

## PROGRAM DESCRIPTION

The Planning Advisory Council is an internal body that guides a shared vision for a green, growing, family-friendly Boston and coordinates investments in the built environment to realize that vision.

## OPERATING BUDGET

Category	Actual '23	Actual '24	Approp '25	Budget '26
Personnel Services	0	565,118	662,197	813,815
Non-Personnel	0	23,621	32,231	30,500
Total	0	588,739	694,428	844,315

# Program 2. Administration Division

Devin Quirk, Deputy Chief, Organization 175200

## PROGRAM DESCRIPTION

The Administration Division consists in support services to ensure the smooth functioning of agency operations, including Finance, Human Resources, Legal, IT, Communications, and Other Functions.

## OPERATING BUDGET

Category	Actual '23	Actual '24	Approp '25	Budget '26
Personnel Services	0	0	10,486,018	10,302,372
Non-Personnel	0	0	2,594,071	1,748,161
Total	0	0	13,080,089	12,050,533

## PERFORMANCE

Goal: Increase Diversity in COB Workforce

Performance Measures	Actual '23	Actual '24	Projected '25	Target '26
% of employees who self-identify as a Person of Color		27%	31%	
% of employees who self-identify as female		54%	52%	

# Program 3. Planning & Zoning

Vacant, *Director*, Organization 175300

## PROGRAM DESCRIPTION

The Planning & Zoning Division conducts comprehensive and strategic planning analyses on a citywide and neighborhood basis to manage the city’s growth. The division works in tandem with other city departments to ensure all aspects of the built environment are considered through the planning process including issues of land use, housing needs, open space, sustainable transportation and infrastructure systems and multimodal networks, and economic development. The envisioned plans, informed by community input, provide sector groups, and other agencies, guide future development scenarios and may result in: urban design guidelines, master plans, zoning recommendations, and/or other policy changes.

## OPERATING BUDGET

Category	Actual '23	Actual '24	Approp '25	Budget '26
Personnel Services	0	0	3,991,187	4,011,601
Non-Personnel	0	0	2,245,093	1,501,332
<b>Total</b>	<b>0</b>	<b>0</b>	<b>6,236,280</b>	<b>5,512,933</b>

# Program 4. Design Division

Diana Fernandez Bibeau, *Manager*, Organization 175400

## PROGRAM DESCRIPTION

The Design Division sets standards and guidelines for urban design citywide and evaluates architectural, public realm, and sign design of proposed developments and policies.

## OPERATING BUDGET

Category	Actual '23	Actual '24	Approp '25	Budget '26
Personnel Services	0	0	3,531,879	3,452,283
Non-Personnel	0	0	1,436,620	1,594,883
Total	0	0	4,968,499	5,047,166

# Program 5. Real Estate

Rebecca Tomasovic, *Director of Real Estate*, Organization 175500

## PROGRAM DESCRIPTION

The Real Estate Division manages the planning and implementation process for acquisition and disposition of real estate; oversees public-private partnerships to create public value on public land; directs construction, maintenance, coastal protection, leasing, and licensing of public assets.

## OPERATING BUDGET

Category	Actual '23	Actual '24	Approp '25	Budget '26
Personnel Services	0	0	3,186,628	3,395,000
Non-Personnel	0	0	572,340	274,315
Total	0	0	3,758,968	3,669,315

# Program 6. Development Review

Casey Hines, *Manager*, Organization 175600

## PROGRAM DESCRIPTION

The Development Review Division evaluates proposed development projects to ensure coordination with zoning, land use planning, and other relevant policies related to the built environment.

## OPERATING BUDGET

Category	Actual '23	Actual '24	Approp '25	Budget '26
Personnel Services	0	0	2,418,148	2,105,740
Non-Personnel	0	0	1,522,867	760,018
Total	0	0	3,941,015	2,865,758